

**Subject:** Re: Raise for Wallis

**From:** Ellen Riotto <ellen@southpark.la>

**Date:** 4/30/18, 2:22 PM

**To:** Daniel Taban <daniel@jadeent.com>, Robert Buente <bbuente@1010dev.org>, Robin Bieker <robin@biekerco.com>, Channing Henry <channing@almadevelopment.com>

6 months. I her to be in sync with her start-date as much as possible. I'm thinking her next raise can be a smaller increment - up to \$70 which would be ~\$7.5% increase over a 2 year period.

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**From:** Daniel Taban <daniel@jadeent.com>

**Date:** Monday, April 30, 2018 at 1:37 PM

**To:** Robert Buente <bbuente@1010dev.org>, Ellen Riotto <ellen@southpark.la>, Robin Bieker <robin@biekerco.com>, Channing Henry <channing@almadevelopment.com>

**Subject:** RE: Raise for Wallis

If you feel she is deserving, then ok with the raise. Is her next potential raise in 6 months or 12?

**Daniel Taban**

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**From:** Robert Buente [mailto:[bbuente@1010dev.org](mailto:bbuente@1010dev.org)]

**Sent:** Monday, April 30, 2018 1:29 PM

**To:** Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la)>; Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com)>; Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com)>; Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com)>

**Subject:** RE: Raise for Wallis

Ellen:

Agree

Bob

Robert Buente  
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1010 Development Corporation  
1001 South Hope Street  
Los Angeles, CA 90015

213-749-0214 x202

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**From:** Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la)>

**Sent:** Monday, April 30, 2018 1:27 PM

**To:** Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com)>; Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com)>; Robert Buente <[bbuente@1010dev.org](mailto:bbuente@1010dev.org)>; Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com)>

**Subject:** Raise for Wallis

All,

As you know, Wallis had a somewhat rocky start at the BID. We extended her Introduction period by 1 month, and at her 12 month mark, her performance did not warrant a raise, as is customary at an employee's anniversary. Having said all that, she's really come a long way. After our somewhat difficult annual review back in November, she stepped up her game in ways that I frankly didn't think she was capable of. Since then, she's been much more proactive about her work products, infused a new kind of creativity into projects, and is generally more enthusiastic and positive, which goes a long way in terms of culture in the office. To that end, as May 10<sup>th</sup> marks her 1.5 year anniversary at the BID, I'd like to give Wallis a 5% raise, bringing her salary up to \$68,250 (most annual raises are between 3 and 4%, but per our conversation regarding the BID's history of underpaying employees, my recommendation is that we use this as an opportunity to establish a new status quo).

Thoughts on this?

Thanks,

Ellen

Ellen Riotto  
Executive Director

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— Attachments: —

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